

Fairer Share 'Exploring Options' Survey

Thank you for participating in our survey.

The purpose of this survey is to seek PCCs view as we explore options for a future share scheme that will be widely owned and accepted by parishes.

It is recommended to complete this survey with reference to the following documents that provide context and background:

- [Exploring Options for Share Supporting Information](#)
- [Archdeaconry Fairer Share Focus Group Discussions](#)
- [Fairer Share Survey \(Jan22\) Results](#)

Please note: at the end of this survey there is the opportunity to upload any additional comments and or contributions the PCC would like to include with this survey in Microsoft Word or PDF document format.

YOUR DETAILS AND DECLARATION

In this section we ask for the details of the person completing the survey on behalf of the PCC.

By completing this survey, you declare that you have been nominated by the PCC to complete this survey on behalf of the PCC; it has been discussed by the PCC at a meeting and or by email; and that it is a fair representation of the majority views of the PCC.

Please only submit 1 survey response per PCC.

Question Title

* 1. Your contact details

Name and Surname

PCC Post / Position

Legal name of PCC

Deanery

Email Address

Phone Number

SCHEME PRINCIPLES

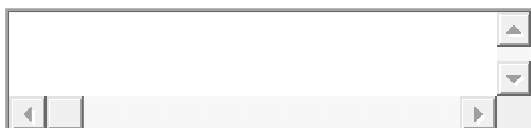
During the Archdeaconry Focus Group discussions in May, 25 participants from across the diocese identified the following essential principles:

Generosity, Mutual Support, Transparency, Simplicity, and Objectivity.

*** 2. Does the PCC agree that these are the essential principles to guide options generation, evaluation and decision-making?**

- Strongly agree
- Agree
- Neither agree / disagree
- Disagree
- Strongly disagree

3. What other considerations would be essential to ensure the diocesan share system is widely owned and accepted by parishes?



ABILITY OR WILLINGNESS TO GIVE

‘Ability to give’ is the way we **express the principle of mutual support**, recognising that some are able to give more (giving parishes), thereby supporting those in the diocese that are less well off (receiving parishes).

We know from the fairer share survey in January 2022 that the current way relative affluence is assessed (self-declared categories) generated the most comments and the predominant view is that **“social wealth demographics do not necessarily reflect individual church members’ wealth or their willingness to give”**.

This challenges us to consider if it remains relevant and meaningful to include ‘ability to give’ as part of a share scheme; is the more pertinent consideration ‘willingness to give’? Should parishes be asked to prayerfully consider their **‘willingness to give more’** (giving parishes) in support of those that are less well off (receiving parishes)?

*** 4. Does the PCC agree that we should consider ‘willingness to give’ as part of a share scheme?**

- Strongly agree
- Agree
- Neither agree / disagree
- Disagree
- Strongly disagree

5. Please provide any additional comments relating to ability or willingness to give.

MEASURING ABILITY TO GIVE

If we continue to include 'ability to give' in the share scheme, we need to consider WHO we are talking about as this will help us to identify objective methods to include in the share scheme.

For example, if we are seeking to understand and quantify the 'ability to give' of the parish population, the Indices of Multiple Deprivation (IMD) could be used as an objective measure, or if it is the members, then Experian data might be appropriate.

(The options included in question 6 have been suggested by PCCs as part of the January 2022 Share Survey.)

*** 6. Rank allocation methods in order of preference, 1 being the most preferred and 8 being the least preferred.**

Indices of Multiple Deprivation (IMD)

Experian Mosaic (taken from the census and HMRC data)

Church urban fund index

Council tax bands

PCC annual accounts, e.g declare share contribution as % of total PCC income /expenditure

'Parish Giving bands' (PCC average member-giving per week vs diocesan or national average giving per week)

Anonymous income survey

Self-assessment

7. Please provide any additional comments relating to measuring ability to give.

MEASURING MEMBERSHIP

Membership remains a difficult area and can be subjective, particularly for churches with large congregations. **Those who attend, can be very different from those who give to the church.**

We know from the fairer share survey in January 2022 that the current way in which we count membership generated the second highest number of comments with many parishes expressing that it is **not fit for purpose, is open to interpretation, considered a cumbersome process** and welcomed clearer guidance.

If we continue to include 'membership' in the share scheme, we need to consider WHO we are talking about as this will help us to identify objective methods to include in the share scheme.

For example, if we consider this to be the parish population, the population or civic electoral role could be used as an objective measure, or if it is those who attend church, or acts of worship, then the CofE mission return data might be appropriate.

(The options included in question 8 have been suggested by PCCs as part of the January 2022 Share Survey.)

*** 8. Rank allocation methods in order of preference, 1 being the most preferred and 8 being the least preferred.**

Parish Population

Civic electoral role

Church electoral role

Worshipping community (as defined and collated via the annual CofE mission returns)

Average weekly attendance (as defined and collated via the annual CofE mission returns, October count)

Regular attendance (as per church service register(s))

Financial supporters (contributing a sufficiently meaningful minimum threshold amount (e.g. £5/week))

Bespoke 'member' definition relevant to the Diocese of Salisbury context

9. Please provide any additional comments relating to measuring membership.

* 10. The membership number used for share apportionment is currently a rolling average of the last three years' membership number. This reduces the effect that increases or decreases in the number will have on that year's share apportionment.

Does the PCC agree that a smoothing effect of membership numbers should be considered as part of a share scheme?

- Strongly agree
- Agree
- Neither agree / disagree
- Disagree
- Strongly disagree

11. Please provide any additional comments relating to the smoothing effect.

COST OF MINISTRY

The share survey results in January 2022 indicated **many parishes felt that they did not understand the current way by which 'ministry modification' is made.** A degree of realism and transparency is required, enabling parishes to understand how their giving relates to what is being received.

As the diocese looks to grow new models of ministry, consideration needs to be given to how we will financially support and resource those ministries that compliment but sit outside of the traditional model of parochial ministry, e.g. chaplaincy, pioneering ministry, lay ministry, increasing our investment in serving children and young people. Therefore, **what would it look like to create a share scheme that supports both traditional forms of parochial ministry as well as enabling the resourcing of emerging ministries** both lay and ordained in the service of God across the whole diocese?

* 12. What (minimum) level of contribution should all PCCs aim to give towards the cost of their ministry received, recognising that anything less than 100% will require mutual support from other parishes. Please express the PCC view as a percentage % (a whole number between 0 - 100).

13. Please provide any additional comments relating to the cost of ministry provision.

PCC FINANCES - WHAT PART SHOULD IT PLAY?

Considering PCC finances as part of scheme options may bring a degree of realism, transparency, objectivity and accountability, recognising that a PCC's share contribution is just part of the financial reality; the PCC is also responsible for the fabric and running cost of the church, insurance, administration and local missional expenditure.

For example, expressing the share contribution as a percentage of PCC income or expenditure; asking PCCs to indicate if reserves are being used to pay share and providing 'average giving per member' may help to identify sustainability and stewardship challenges.

*** 14. Does the PCC agree that PCC finances should be considered as part of a share scheme?**

- Strongly agree
- Agree
- Neither agree / disagree
- Disagree
- Strongly disagree

15. Please provide any additional comments relating to PCC finances.

OWNERSHIP AND ACCOUNTABILITY

We are connected to each other, living together as a broad Church in our common faith in God. We want to share the resources God gives us for the sake of the Kingdom and enable decisions to be made and owned at a local level, in the light of local circumstances.

How do we enable communities to own and be accountable for ministry? Should share be attributed at a deanery, benefice or parish level? It may increase visibility and allow communities to prayerfully consider mutual support and generosity across boundaries. However, it may have significant and unhelpful resource and relational implications.

*** 16. Rank share apportionment in order of preference, 1 being the most preferred and 3 being the least preferred**

Parish (defined as the PCC)

Benefice

Deanery

17. Please provide any additional comments relating to share apportionment at parish, benefice or deanery level.

SCHEME OPTIONS - WHAT ARE OUR CHOICES?

Our share scheme needs to be relevant and related to the provision of current and future models of ministry.

The scheme options available to us are based on the relationship between two principles:

- **Mutual support - sharing of resources**
- **Ownership and accountability**

Reflecting on the PCCs responses to the previous questions, please now consider questions 18 and 19.

*** 18. Rank the following overarching scheme options in order of preference, 1 being the most preferred and 3 being the least preferred.**

Mutual support:

A scheme that pools all resources and allocates the 'contribution from parishes' based on an agreed methodology, i.e. membership-based scheme.

Self-financing:

A scheme based on the principle that the actual cost of ministry provision is attributed at either a deanery, benefice and/or parish level, i.e. cost-based models.

Hybrid:

A scheme approach that blends both mutual support and self-financing, i.e. membership and cost-based models.

*** 19. Our existing Fairer Share scheme is an example of a 'mutual support' share scheme.**

If the PCC has ranked a 'mutual support' share scheme as 1 (being the most preferred) in question 16, rank the following in order of preference, 1 being the most preferred and 3 being the least preferred, alternatively select N/A.

No change:

Retain existing fairer share scheme as is

Retain existing Fairer Share scheme with tweaks:

Address the areas of concern as identified through the fairer share survey in January 2022

Fundamental review:

Retain a scheme based on mutual support, but introduce significant changes

OTHER SCHEME CONSIDERATIONS

* 20. Clergy Vacancies - share alleviation

Currently the reduction of direct ministry cost due to vacancies are shared across all parishes as part of the annual share calculation. Should it be decided to change the approach, it is important to recognise that the share allocation for all parishes will permanently increase significantly (circa 6%) as the potential share alleviation will only be applied to those parishes in vacancy.

Furthermore, a parish in vacancy will only receive a reduction in share contribution based on the 'savings' on stipend, NI and pension, as other costs such as the vicar's house and wider ministry support cost will not be affected.

Rank the following options to provide clergy vacancy alleviation as part of a share scheme, in order of preference, 1 being the most preferred and 3 being the least preferred.

No change:

Retain existing approach – pool and share all direct ministry cost reduction as a result of vacancies, across all parishes, i.e. part of the annual diocesan budget and share calculations. No alleviation offered to those parishes in vacancy.

Retain existing with tweaks:

Retain existing approach but introduce vacancy alleviation beyond an agreed period, e.g. for clergy vacancies beyond say 1 year, the affected parish will be entitled to a proportional share alleviation.

Only the parishes in vacancy will receive a reduction in share contribution (based on the 'savings' on stipend, NI and pension) **for the duration of the vacancy**, whilst share allocation for all other parishes will permanently increase significantly (circa 6%).

21. Scheme name

Parishes have commented that the name of the scheme is unhelpful. "Call it what it is as this will help with transparency".

What name does the PCC believe best reflects the purpose of the share contribution and will help with transparency and clarity?

ANY OTHER FEEDBACK

22. Please include any other comments from the PCC, not captured elsewhere in the survey.